

Nicole Welsh

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EXPERIENCE

BlueTread, Remote — L2 Frontend Software Engineer

10/2025 - Current

- Built and maintained a HIPAA-compliant React Native (Expo) healthcare application serving **500K+ users** across iOS and Android, leveraging TypeScript, Redux Toolkit, React Navigation, Firebase **analytics/crashlytics**, and Azure B2C OAuth to support secure billing, scheduling, and medical supply ordering with live chat.
- Led the frontend design-system-to-code effort for a HIPAA-adjacent healthcare scheduling web portal built with React 18, TypeScript, and Vite, using Refine and Ant Design 5 for the admin layer, Jotai for state, react-hook-form + Joi for form validation, and Bryntum SchedulerPro.
- Earned WCAG **accessibility certification** and established accessibility review practices used across the engineering team.
- Implemented **LaunchDarkly** feature flagging to support safer rollouts and runtime gating of new flows.
- Translated **Figma** design foundations into a code-backed design system. Reusable components (buttons, inputs, typography) and SASS style tokens.
- Created Figma designs from ground up. Including a new design system with **15** functional components and **40+** variables which correlate directly to the repo with pixel perfect designs.
- Introduced **Jotai** for atomic client-side state management, replacing ad-hoc state patterns across screens.
- Decomposed an oversized full-stack ticket into a scoped, frontend-only story with net-new responsive Figma designs, improving deliverability and sprint planning.
- Refactored hard-coded UI strings and inline color values with centralized constants.ts and 1:1 SASS color variables, creating a single source of truth for copy and theming. Useful with Figma MCP for auditing and generation.
- Authored a mobile-first typography system using SASS mixins with consistent, tokenized text sizes across breakpoints, standardizing previously inconsistent font scaling.
- Built a **Figma-to-code icon pipeline script** that generates typed, reusable React icon components with enforced design color parity, eliminating manual SVG management and documenting the workflow in the repo README.
- Applied an **automated PR-review skill** to standardize and speed up frontend code review across the team.
- Authored an internal accessibility auditing **skill** used by the team to assess conformance level, identify gaps, and estimate remediation effort.
- Led WCAG 2.2 AA accessibility remediation for a HIPAA-regulated mobile application, auditing components with Appium, Xcode Accessibility Inspector, and VoiceOver; improved screen reader support, focus management, SVG accessibility, and semantic labeling across the application. Including an accessibility product with audit, grading, remediation, and review.

One North, Chicago, IL — Associate Frontend Developer

06/2023 - 06/2025

- Engineered front-end and full-stack web solutions for **15+ global clients** and internal projects using modern JavaScript frameworks, including **Next.js, TypeScript, Vue.js, and React** to implement mobile-first & responsive designs
- Built scalable web components integrated with headless **WordPress** via Express and GraphQL, and developed **CMS-driven** applications using MongoDB, Sitecore JSS
- Collaborated on frontend development for a multimillion-dollar law firm, building 50+ pixel-perfect reusable components from **Figma** designs and integrating API data. Implemented API mock data for **Storybook**. Managed development via PRs, **GitHub Projects**, and collaborated in weekly design and QA meetings. Worked in 5 agile sprints with ongoing QA. Handled **Sitecore** content entry and implemented designed PDF downloads.
- Led the front-end rebuild of the company website as the sole developer using Vue.js and headless WordPress, delivering a responsive and accessible experience within three months while supporting daily deployments and cross-functional stakeholder reviews.
- Developed 10+ visually engaging web animations using **GSAP** to enhance user experience and interactivity
- Collaborated with clients to implement design updates, ensuring alignment with brand guidelines and project objectives, and presented completed websites to clients for feedback and approval
- Developed accessible UI components aligned with WCAG 2.1 and ARIA standards, supporting keyboard navigation, screen readers, high-contrast modes, and AA/AAA compliance requirements.
- Provided **ongoing client support** during JIRA-managed projects by setting up local environments, implementing requested changes, and conducting review meetings with 10+ clients to demo completed work and gather feedback

ECM Tek, Remote — Developer 2 - UX Designer

10/2025 - 03/2026 (Part time)

- Led UX and visual design efforts for a client-facing document editing platform, creating wireframes, user flows, high-fidelity mockups, and interactive prototypes in Figma while collaborating closely with frontend engineering on implementation.

EDUCATION

University of Wisconsin - Madison

08/2019 - 05/2023

Bachelor of Science: Computer Science, Certificate in Mathematics

President of Girls Who Code: Fostered a supportive community for women in tech through bi-monthly meetings, leading both social and educational workshops focused on coding, career development, and mentorship.